IPPS★A
INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

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5 QUESTIONS TO ASK YOUR G1

1. WHAT IS IPPS-A AND WHEN WILL IT BE LIVE?

- IPPS-A is web-based Human Resources (HR) system that provides integrated personnel, pay, talent management, data capabilities, and mobile in a single system for the Total Army for the first time ever.
- IPPS-A Rel. 2 is live now for over 300k users in the ARNG, and Rel. 3 build is complete, with rigorous testing lead up to go-live! IPPS-A Rel. 3 will add the USAR and AC.
- IPPS-A is mobile compliant, allowing self-service for personnel and pay from their computer or mobile device.
- IPPS-A is more than a HR System; it is a modern suite of capabilities that integrates all Components, echelons, Commanders, and staff; facilitating unit readiness and executing talent management. Commanders, G1s/S1s, G3s/S3s, and G8s/S8s all have roles and play an integral part in taking care of Soldiers and unit readiness.

2. WHAT CAPABILITY DOES IPPS-A HAVE IN RELEASE 3?

- Delivers a full complement of HR tools to increase unit readiness and facilitate talent management; including workflow, digital action requests, personnel accountability, pay action triggers, and automated leave requests.
- Delivers analytics and business intelligence tools that enable Commanders to see their formations and readiness.
- Delivers mobile capability, allowing Soldiers at all levels 24/7 access to their HR records.
- Provides comprehensive 25 Point Profile that organizes a Soldier's knowledge, skills, behaviors, and experience data. Introduces an integrated Talent Marketplace for all Components and all ranks.
- Introduces the Unit Talent Workcenter, a one stop shop for managing talent within our formations.
- Delivers an integrated help center that allows Soldiers to interact with their S1s and get the answers to their HR and Pay questions through the knowledge base.

3. WHAT ARE WE DOING TO PREPARE?

- The IPPS-A Data Correctness Campaign involves HR Professionals conducting PRRs and reviewing the Data Quality Indices (Blank, Invalid, Pay/Per Discrepancy, Record Brief) in Command Strength Management Modules (CSMM).
- Data Quality Indices (DQI) are produced within CSMM for every Army Reserve Command to track data correctness status and overall participation. The Army Reserve has Soldiers on ADOS at the majority of commands working with the HR FTS on the campaign. Command teams should view the DQI metrics above to assess their progress.
- Force Managers are encouraged to participate in the AOS Data Quality Campaign and implement processes that support strength management through AOS position and hierarchy management.

4. WHAT TRAINING IS PROVIDED/NEEDED?

- Participate in IPPS-A Live training sessions. Sessions for Data Correctness, AOS, Analytics, and MilPay are happening now, and additional online training sessions began in January 2021.
- Role qualification training opened in May/June 2021 for all IPPS-A users: self-service, Commanders, and HR Pros. Unit designated personnel will receive Train the Trainer (T3) training starting in July 2021. Unit T3s will then deliver hands on training to their HR Pros starting in August 2021.
- Commanders and self-service users will complete 1 hour orientation courses prior to go-live.
- IPPS-A delivered training environments or sandboxes in June 2021, allowing HR Pros at all levels access to an IPPS-A "sandbox" to get hands-on training prior to go-live and conduct sustainment training on IPPS-A after go-live.

5. HOW DOES IPPS-A IMPACT READINESS?

- IPPS-A integrates all three components into a modern HR system and provides a single database for Commanders, S1/G1, S3/G3, and HR Providers to build reports and analytics to provide accurate personnel and unit strength information. IPPS-A sends HR data to readiness systems for unit status reporting.
- IPPS-A will be pulling data from the following key HR & Military Training systems: MODS, DTMS/ATIS, and ATRRS to feed the 25 Point Profile and sharing HR data with Vantage for a comprehensive picture of unit readiness.
- Commanders will have access to Accountability and Readiness reports, trends, manning, and slotting tools, and HR Pros can run Ad Hoc reports for a tailored view of unit readiness.
- Analytics allows the Army to modernize and strategize in an advanced data environment, ultimately impacting Readiness and driving Army policy and decision-making across all echelons.